

Factsheet

Women and Jobs in the Water Sector: how did she get there?

United Nations World Water Development Report 2016: Water and Jobs

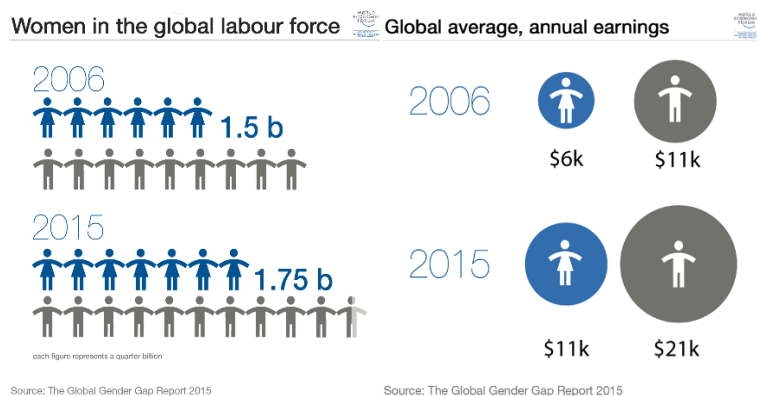
Jobs in water sectors fall under one of three functional categories: i) water resources management, ii) building, operating and maintaining water infrastructure and iii) the provision of water-related services. Evidence from various economic sectors demonstrates the significant contribution women can make in formal positions at the highest levels, and qualitative analyses show that women's involvement in the management of water resources and water infrastructure can improve efficiency and increase outputs. Nevertheless, women continue to experience widespread discrimination and inequality in the workplace. In many parts of the world, women often occupy undervalued and low paid jobs and still shoulder responsibility for most unpaid care work. McKinsey & Company (2013) found that companies with a higher percentage of women on executive committees performed significantly better than their all-male counterparts. Qualitative analyses also show that women's involvement in the management of water resources and water infrastructure can improve efficiency and increase outputs (GWTF, 2006; van Koppen, 2002)

An important part of the policy package for addressing water-related challenges consists in ensuring that a sufficient number of water experts and professionals are available to inform and assist the process of meeting these challenges. Addressing the current and growing human resources gaps in the relevant water-related sectors requires immediate consideration from policy-makers.

http://www.womenforwater.org/uploads/7/7/5/1/77516286/wwdr_2016_report_-_water_and_jobs.pdf

World Economic Forum Global gender gap index 2015

A decade of data has revealed that the Economic Participation and Opportunity gender gap has been closed by 59%, with slow improvements of 3% over the past ten years. In Educational Attainment, the gender gap has decreased compared to 2006 and now stands at 95%.



Since 2006, an extra quarter of a billion women have entered the labour force. And yet, the annual pay for women only now equals the amount men were earning TEN YEARS AGO.

In corporate America, 88% of men think women have at least as many opportunities to advance as men. This is the finding of a [major new study](#)—almost 30,000 employees across 118 companies—by LeanIn.org and McKinsey & Company. Just 12% of men felt that women had fewer opportunities to advance in their organizations. Yet when you look at the actual data, [women's odds of advancement are 15% lower than men's](#). It's not because women are less capable: [the evidence is strong](#) that although men tend to be more confident leaders, on average women are more competent leaders. And it's not just a glass ceiling: [women face bottlenecks in the middle and sticky floors](#). At every level, [women are less likely to advance](#). <http://reports.weforum.org/global-gender-gap-report-2015/>

Economist 7 March 2015

Girls' educational dominance persists after school. Until a few decades ago men were in a clear majority at university almost everywhere, particularly in advanced courses and in science and engineering. But as higher education has boomed worldwide, women's enrolment has increased almost twice as fast as men's. In the OECD women now make up 56% of students enrolled, up from 46% in 1985. By 2025 that may rise to 58%.

<http://www.economist.com/news/international/21645759-boys-are-being-outclassed-girls-both-school-and-university-and-gap>

ADB brief no. 24 December 2014

Women's leadership in the water sector matters. The form that their leadership takes is critical and it can only be effective if women are empowered to shape and influence change. Leadership is about truly enabling women to influence decision making for the benefit of women, as well as men. The overall purpose of leadership is to influence others, and to ensure that the allocation of resources benefit people and advance development. Yet at present women often lack social and political power, and are systematically excluded and marginalized from decision-making processes.

"Missing women" in water sector leadership is largely due to the scarcity of women water professionals, entrenched cultural and traditional attitudes, gender stereotyping, and perceptions that women lack managerial and technical skills. These factors, combined with the absence of inspiring female role models, limited mentoring opportunities, and the challenges of maintaining a work-life balance, are just some of the reasons that explain the dearth of women in water leadership positions.

http://www.womenforwater.org/uploads/7/7/5/1/77516286/2016_adb_women-water-and-leadership.pdf

SaciWaters: Situational Analysis of Women Water Professionals in South Asia

An exploratory study on women water professionals in south Asia looking at women at various levels in the water sector.

<http://www.womenforwater.org/uploads/7/7/5/1/77516286/situationalanalysisofwomenfull7.pdf>

Women for Water Partnership: Women as Agents of Change

A reflection on good practices of members of Women for Water Partnership in different countries: Tanzania, Armenia, Ukraine, Nepal, Kenya, Uganda, Nigeria.

http://www.womenforwater.org/uploads/7/7/5/1/77516286/women_as_agents_of_change_in_water-reflections_on_experiences_from_the_field.pdf

Salary Equity at EPSEL SA: A gender-sensitive review of job classifications to implement ILO Equal Remuneration Convention, 1951 (No. 100)

The union and management of the Water Supply Enterprise of Lambayeque (EPSEL, Perú) reached a collective agreement in 2013, where they agreed to carry out a pay and job classification study with the express purpose of bridging gender gaps, in parallel with an occupational safety and health (OSH) mapping. Both studies were completed in 2015. The study found that only 36 of 152 job classifications studied were mostly female, while only five were distributed evenly. A large number of women worked as management assistants. The study analysed the gender balance of employees and the gender-wage ratio, finding no significant wage gap within classifications but no women working in the operations area and general wage incoherence. Its recommendations included further bargaining to update the job classification system and adopting training policies that will deepen the gender perspective.

The evidence also identified unnecessary occupational risks, and found that they were most prevalent in administrative jobs-- where women occupy more posts. The parties agreed to take corrective actions.

<http://actrav.lim.ilo.org/images/ACTRAV/actividades2016/16/Presentation%203%20de%20julio%202015-resultados.pdf>

OHCHR Mandate of the Special Rapporteur on the human right to safe drinking water and sanitation

A Combined AquaFed & Women for Water Partnership contribution on questions for the report on Gender Equality.

<http://www.aquafed.org/News/Entry/item/aquafed-and-women-for-water-partnership-contribute-jointly-to-a-report-for-ohchr-12.sls>